

California State University Northridge



CBA Article 12, Order of Assignment

Tuesday, October 6, 2020

CBA Article 12, Appointment



CBA Article 12, Appointment

- Temporary Appointments
- Three-Year Appointments
- Temporary Range Elevation
- Probationary Appointments
- Appointment at Another Campus
- Vacancy Announcements
- Preference for Available Temporary Work
- Visiting Faculty

CBA Article 12, Appointment

Nuts and Bolts of Article 12

- Written Notification
- Lecturer types of appointments
- Conditions of appointments and careful consideration
- 38.48 Provision (Department Re-employment List)
- Order of assignment and “similar assignment”
- New and additional work
- 16th unit
- Range Elevation/SSIs

CBA Article 12, Appointment

Written Notification

“No one shall be deemed appointed in the absence of an official written notification from the President.” (12.1)

- Appointment Letter within 14 days
- Beginning and ending date of appointment
- Classification
- Time base
- Salary
- Rank, when appropriate
- Employee status
- Assigned department
- Other conditions of employment

CBA Article 12, Appointment

Within the first 14 days of the term, new faculty must be advised of where they can find a summary of their benefits program AND must receive, in writing, notification of the evaluation criteria and procedure.

CBA Article 12, Appointment

Conditional vs. Unconditional

- All full-time employees shall not be appointed on a conditional basis (12.6).
- Less than full-time appointments are conditional. Typical conditions related to budget and enrollment (12.5).
- Once the term starts...
 - How should you compensate if the class gets canceled?
 - Do units for additional work count toward entitlement?

Preference for Available Temporary Work

Preference for Available Temporary Work

12.29 In the event that the department determines that a need exists to assign new or additional work to temporary faculty unit employees after the assignment needs of tenured and probationary faculty (including FERP, and PRTB faculty) have been satisfied, and after any work to be taught by administrators, teaching associates and other student employees, or volunteer faculty have been assigned, the work shall first be offered to qualified temporary faculty in the department who have performed satisfactorily, in the following order.

Preference for Available Temporary Work –

First assign courses to: Tenured and Probationary Faculty (including FERPs), Administrators, Teaching Associates and other Academic Student Employees, and Volunteer Faculty then assign;	
Beginning of the Academic Year	During the Academic Year
3-year full-time appointees	3-year full-time appointees
3-year part-time appointees, up to "entitlement"	3-year part-time appointees
Eligible for 3-year, on "recall" list	Eligible for 3-year, on "recall" list
	Continuing 1-year full-time
	Continuing 1-year, multi-year part time
Visiting faculty	Visiting faculty
"Careful consideration" (note requirement for prior year faculty)	"Careful consideration"
New or additional work: 3-year part-time appointees, up to full-time (or 1-year part-time appointees who are demonstrably better qualified)	New or additional work: 3-year part-time appointees, up to full-time (or 1-year part-time appointees who are demonstrably better qualified)
New or additional work: One-year part-time appointees, up to full-time	New or additional work: One-year part-time appointees, up to full-time
New or additional work: All other qualified candidates	New or additional work: All other qualified candidates

Preference for Available Temporary Work

Assignment Order at the Beginning of the Academic Year

1. First, offer work to three-year (Y3) full-time appointees.
2. Next, offer work to three-year (Y3), part-time appointees, up to their entitlement.
3. Next, offer work to individuals whose names appear on the department's 38.48 list (Internal department re-employment list).
4. Next, offer work to Visiting Faculty.
5. Next, give careful consideration to all part-time and full-time temporary faculty with one year appointments (Y1) who were employed in the academic year prior to the year for which they are being considered.

Preference for Available Temporary Work

6. If a decision is made not to reappoint temporary faculty in category 5, the work previously performed by these faculty shall be considered "new or additional" and should be assigned as follows.
- i. First, offer work to part-time temporary faculty unit employees holding a three-year appointment (Y3) up to and including a 1.0 time base.
 - ii. Next, offer work to part-time temporary faculty unit employees holding a one-year appointment (Y1) up to and including a 1.0 time base.
 - iii. Last, offer work to any other qualified candidate.

Preference for Available Temporary Work

Assignment Order During the Academic Year

1. Offer work to Y3 full-time appointees.
2. Next, offer work to Y3 part-time appointees.
3. Next, offer work to faculty on the 38.48 list. ®
- 4. Next, offer work to continuing Y1 full-time appointees.**
- 5. Next, offer work to cont. Y1 appointees**
5. Next, offer work to Visiting Faculty.
6. Next, give careful consideration to all part-time and full-time temporary faculty with one year appointments (Y1) who were employed during the current or immediate past academic year.

Preference for Available Temporary Work

7. If a decision is made not to reappoint temporary faculty in category 6, the work previously performed by these faculty shall be considered “new or additional” and should be assigned as follows.
- i. First, offer work to part-time temporary faculty unit employees holding three-year appointments (Y3) up to and including a 1.0 time base.
 - ii. Next, offer work to part-time temporary faculty unit employees holding one-year appointments (Y1) up to and including a 1.0 time base.
 - iii. Last, offer work to any other qualified candidate.

Preference for Available Temporary Work

Careful Consideration

- What is it??
 - Review of application, evaluations, and Personnel Action File (PAF)
 - Sign the PAF!!
- For whom?
 - Lecturers who have applied for course pools (CBA Prov. 12.7)
 - *Communication*
 - *Qualifications Changes*
 - Lecturers who worked for the department in the current/prior year (CBA Prov. 12.29)
- Why?
 - For Assignments (New and reappointments)

Preference for Available Temporary Work

Same or Similar Assignment

- If Bob has taught on Saturday mornings for 10 semesters, can you offer him courses on Friday mornings instead?
- Janet has consistently taught the introductory course every Fall for a long time. Can you change her upcoming Fall assignment and not offer her the introductory course?
- Sally is employed elsewhere, which makes her unavailable to teach at CSUN before 6 pm. She has taught evenings at CSUN for years.
 - Can you offer her classes on weekdays before 6 pm?
 - Can you offer her classes on weekends?

Preference for Available Temporary Work

Order of Assignment

- If you are forced to cancel a class for a Y3, and this cancellation brings the Y3 below his or her entitlement:
 - If a Y1 or an S1 is scheduled to teach a section of the cancelled class at the same time, are you required to offer that class section to the Y3 prior to the third class meeting?
 - Can you make up the Y3's entitlement the next semester?
- You have not fulfilled the entitlements for all your Y3's and Y1's.
 - Can you offer work to a new hire?
 - Can you offer work to a 2nd semester S1?

Preference for Available Temporary Work

Order of Assignment – CBA Provision 38.48

CSUN

CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

October 6, 2020

Professor Jane Doe
18111 Nordhoff Street
Northridge, CA 91330
Email: jane.doe@csun.edu

Dear Professor Doe,

According to Article 38.48 of the California Faculty Association Collective Bargaining Agreement, if at the end of a three-year appointment, no work exists in the department to support the subsequent appointment of the temporary faculty unit member (a.i.), or if the time base of a temporary employee is zero in the third year of the appointment (a.iii.), the employee is placed on a departmental list for the purpose of establishing reemployment rights. Since you did not teach during the last academic year (2019-2020) [OR since no work exists to support a subsequent appointment], you have been placed on the Accounting and Information department list.

Please note that no later than July 1 of each year during the period of time that you are on the list, you must inform the department chair in writing of your interest in and availability for employment. Failure to notify the chair will result in the removal of your name from the list. For more information on provision 38.48 of the contract, please see the Collective Bargaining Agreement which can be found online at a link on the Faculty Affairs webpage: <https://www.csun.edu/faculty-affairs/policies>. The direct link is: <https://www2.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Documents/unit3-cfa/article38.pdf>.

We appreciate the service that you have provided for our students during the time that you have taught in our department.

Sincerely,

Chair, Accounting and Information Systems Department

Preference for Available Temporary Work

Order of Assignment - Pools

Best Practices:

- Use pools to assign courses
 - Basis for determining what temporary faculty are qualified to teach for new appointment or subsequent appointment
 - Indicate temporary faculty status on the official pool log (e.g.: Y3, Y1, or S1)
- Notify candidates of the need to apply every year for consideration for next semester's or Academic year pools.