

**Priority of Hiring While Building Your Schedule (and Following the Contract):
Assignment of Work under Article 12.29 (effective 9/18/12 – 6/30/14)**

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 group order.

Beginning of the Academic Year	During the Academic Year
1. Three-year full-time appointees	1. Three-year full-time appointees
2. Continuing multi-year full-time appointees** (see back)	2. Continuing multi-year full-time appointees**(see back)
3. Three-year part-time appointees; up to the time base of their entitlement	3. Three-year part-time appointees; up to the time base of their entitlement
4. Individuals who were eligible to be re-appointed for three years but did not receive an appointment because of lack of available work, who were then placed on a “Recall” list (see article 38.48); up to the time base entitlement of their most recent three-year appointment	4. Individuals who were eligible to be re-appointed for three years but did not receive an appointment because of lack of available work, who were then placed on a “Recall” list (see article 38.48); up to the time base entitlement of their most recent three-year appointment
5. Continuing multi-year part-time appointees (not three year appointees) up to the time base entitlement **	5. Continuing one-year and multi-year part-time appointees (not three year appointees) up to the time base entitlement **
6. Visiting Faculty subject to the limitations in provision 12.34	6. Visiting Faculty subject to the limitations in provision 12.34
7. Give “careful consideration” to all part-time and full-time temporary faculty employed in the prior academic year. Temporary faculty in this group may be appointed in any order . (a) Those with rights under article 12.3 (part-time faculty with 2 consecutive semester appointments in the prior AY), if appointed , shall receive a 1-year contract, <u>for same time base as prior year if work is available that they are qualified to teach</u> . (b) Full-time and part-time faculty with no provision rights under 12.3 can be appointed to any time base or term If a decision is made not to reappoint temporary faculty in this category, the work previously performed by these faculty (if it continues to exist) shall be considered "new or additional" and assigned according to the order set forth in Paragraph 8 below	7. Give “careful consideration” to all part-time and full-time temporary faculty with no one-year or multi-year appointment, who were employed in the current or prior academic year. Full-time and part-time faculty with no provision rights under 12.3 an appoint anyone in this group, in any order , to any time base or term.
8. Any remaining work is “new or additional work” and is offered in the following order : (a) Offer to 3-year part-time appointees <u>up to and including 1.0 time base</u> . In the event the department has a need to assign work for which a temporary part-time faculty with a <u>one year</u> appointment is objectively determined to be demonstrably better qualified, the one year appointee may be assigned the work. (b) Next offer work to all other part-time temporary faculty holding a <u>one year</u> appointment up to full-time. (c) Last offer work to any other qualified candidate.	8. Any remaining work is “new or additional work” and is offered in the following order : (a) Offer to 3-year part-time appointees <u>up to and including 1.0 time base</u> . In the event the department has a need to assign work for which a temporary part-time faculty with a <u>one year</u> appointment is objectively determined to be demonstrably better qualified, the one year appointee may be assigned the work. (b) Next offer work to all other part-time temporary faculty holding a <u>one year</u> appointment up to full-time. (c) Last offer work to any other qualified candidate.

**To qualify as a full or part-time multi-year appointee, a lecturer must have been appointed for more than one year at the time of the initial appointment. This is generally done as a result of a recruitment that specifies this option and is not a usual practice at CSUS. Note: a recruitment that specifies the “possibility of reappointment” does not fall into this category.

Pursuant to provision 20.2(b), the instructional assignments of individual faculty members will be determined by the appropriate administrator after consultation with the department chair or designee and/or the individual faculty member.

Summer work assignments are to be made pursuant to Article 21, Summer Session.