**New or Additional Work, Temporary**

# Office of Faculty Affairs

“New or Additional Work” is defined as follows:

* Work a department determines is available to part-time temporary faculty;
* Work left behind by faculty leaving CSU on a permanent or temporary basis; and/or
* Work created by new courses or sections that will be taught by temporary employees.

**“Temporary” vs. “Permanent” Additional Work**

*“****Temporary****” assignments include the following:*

* Assignments caused by the leave of absence of tenured faculty
  + FERP, Sabbatical – Full/DIP, PRTB, LWOP, FML
* Temporary absences of lecturers
  + LWOP
* Vacancy in a tenured position pending or during a recruitment period
* Work made available as part of reassignments or release/reassigned time
* Temporary funding (such as a grant)

*“Permanent” assignments include the following:*

* Additional units in a department that will remain as available units for future temporary faculty appointments (i.e., new courses or sections not previously offered)

**Impact of “Temporary” New or Additional Work on Entitlements**

* All temporary new or additional work **does** enhance a lecturer’s entitlement in future appointments

***Example #1***

*(Not a 3-year eligible employee)* If a lecturer teaches 6 units in Fall 2016 and 6 units in Spring 2017, and 3 of the 6 units in Spring 2017 were “temporary” new or additional work, when such a lecturer is offered an appointment for AY 2017-18, the lecturer would be entitled to a one-year appointment with a 12 unit total entitlement for the Academic Year.

***Example #2***

*(Not a 3-year eligible employee)* If a lecturer teaches 3 units in Fall 2016 and 3 units in Spring 2017 and the 3 units in Fall 2016 were “temporary” new or additional work, when such a lecturer is offered an appointment for AY 2017-18, the lecturer would be entitled to a one-year appointment with a 6 unit total entitlement for the Academic Year.